

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to Regent Merit System Classifications
Date: November 4, 2002

Recommended Action:

Approve the revisions to Regent Merit System classifications as outlined below.

Executive Summary:

Proposed Revisions	The Board is asked to approve the pay grade changes to the Dental Assistant I, II and III classifications in the Regent Merit System, <u>effective March 1, 2003</u> .
--------------------	--

AFSCME-covered	The Dental Assistant I and II classifications are in the AFSCME technical bargaining unit. The proposed revisions were sent to the union for review. No comments were received.
----------------	---

The Dental Assistant III is a supervisory classification.

State law on comparable worth	The pay grade assignments of these classifications have been made through application of the job evaluation instrument. This instrument, through a point factor system, evaluates classifications on skill, effort, responsibility and working conditions. This is done in compliance with the state law on comparable worth (<u>Iowa Code §70A.18</u>).
-------------------------------	--

Upgrades
proposed

These classifications are used solely in the College of Dentistry at the University of Iowa. After a review of the duties and responsibilities as well as the new requirement that dental assistants possess a certificate of registration to practice as issued by the Iowa Board of Dental Examiners, a one-grade increase is proposed for each classification.

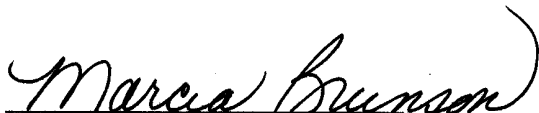
	Pay Grade From	Pay Grade To
Dental Assistant I	404 (\$21,339 - \$30,360)	405 (\$22,300 - \$31,717)
Dental Assistant II	407 (\$24,367 - \$34,640)	408 (\$25,452 - \$36,206)
Dental Assistant III	109 (\$26,601 - \$37,835)	110 (\$27,791 - \$39,526)

Approximately 60 employees at the University of Iowa will be affected by these pay grade increases.

Classification
Descriptions

The revised classification descriptions are included in the Regent Exhibit Book.

Approval of these changes is recommended, effective March 1, 2003.


Marcia R. Brunson

Approved: 
Gregory S. Nichols